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17 March 1971

MEMORANDUM FOR THE RECORD

SUBJECT: Non Competitive Appointment of Agency Employees to
Positions in the Competitive Service

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1. This morning D/Pers (Mr. Fisher) discussed with me a memorandum for the record dated 12 March 1971 which the Asst. General Counsel [] had sent him. That paper focused on the reciprocity involved in such an agreement. In transmitting that memorandum to D/Pers, [] observed "For us such a price might be too high. As a preliminary, however, I suggest we take a look at the State - Civil Service Commission agreement."

2. I told Mr. Fisher that I understood from my earlier discussion with Mr. Clifford Hailey of the Department of State that the material in the Foreign Affairs Manual contained all that was involved in the agreement on the side of the Department of State while the Executive Order contained the other side of the agreement on behalf of the Civil Service Commission.

3. Later I telephoned Mr. Hailey at the Department to review the situation again. Mr. Hailey confirmed my understanding that there was no paper which in itself contained "the interchange agreement." Mr. Hailey reaffirmed that State's part of the bargain was contained in a Foreign Affairs Circular which had been discussed and coordinated with the Commission and has since been codified in the Foreign Affairs Manual.

4. As a matter of interest, Mr. Hailey told me that State had just received agreement from the CSC to include the new FSRU group under the provisions of the Executive Order. Mr. Hailey said he would be glad to have me visit his office and review the background draft papers in his files if that would be helpful. I thanked Mr. Hailey for his assistance and told him I might soon accept that offer since our people were concerned with the implications of reciprocity in such an interchange agreement.

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Chief, Review Staff

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